

Characteristics of minimum wage workers, 2019

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In 2019, 82.3 million workers age 16 and older in the United States were paid at hourly rates, representing 58.1 percent of all wage and salary workers. Among those paid by the hour, 392,000 workers earned exactly the prevailing federal minimum wage of \$7.25 per hour. About 1.2 million had wages below the federal minimum. Together, these 1.6 million workers with wages at or below the federal minimum made up 1.9 percent of all hourly paid workers.

The percentage of hourly paid workers earning the prevailing federal minimum wage or less edged down from 2.1 percent in 2018 to 1.9 percent in 2019. This remains well below the percentage of 13.4 recorded in 1979, when data were first collected on a regular basis. (See table 10.)

This report presents highlights and statistical tables describing workers who earned at or below the federal minimum wage in 2019. The data are obtained from the Current Population Survey (CPS), a national monthly survey of approximately 60,000 households conducted by the U.S. Census Bureau for the U.S. Bureau of Labor Statistics (BLS). Information on earnings is collected from one-fourth of the CPS sample each month.

The CPS does not include questions on whether workers are covered by the minimum wage provisions of the federal Fair Labor Standards Act (FLSA) or by individual state or local minimum wage laws. The estimates of workers paid at or below the federal minimum wage are based solely on the hourly wage they report, which does not include overtime pay, tips, or commissions. See the accompanying technical notes section for more information, including a description of the source of the data and an explanation of the concepts and definitions used in this report.

Highlights

The following are highlights from the 2019 data:

Age. Minimum wage workers tend to be young. Although workers under age 25 represented only about one-fifth of hourly paid workers, they made up about two-fifths of those paid the federal minimum wage or less. Among employed teenagers (ages 16 to 19) paid by the hour, about 6 percent earned the minimum wage or less, compared with about 1 percent of workers age 25 and older. (See tables 1 and 7.)

Gender. Among workers who were paid hourly rates in 2019, about 3 percent of women and about 1 percent of men had wages at or below the prevailing federal minimum. (See table 1.)

Race and Hispanic or Latino ethnicity. The percentage of hourly paid workers with wages at or below the federal minimum differed little among the major race and ethnicity groups. About 2 percent of White, Asian, Black, and Hispanic workers earned the federal minimum wage or less. (See table 1.)

Education. Among hourly paid workers age 16 and older, about 3 percent of those without a high school diploma earned the federal minimum wage or less, compared with 2 percent of those who had a high school diploma (with no



college), 2 percent of those with some college or an associate degree, and about 1 percent of college graduates. (See table 6.)

Marital status. Among workers paid an hourly wage, those who were never married (who tend to be young) were more likely than married workers to earn the federal minimum wage or less (about 3 percent versus 1 percent). (See table 8.)

Full- and part-time status. About 5 percent of part-time workers (people who usually work fewer than 35 hours per week) were paid the federal minimum wage or less, compared with about 1 percent of full-time workers. (See table 1.)

Occupation. Among major occupational groups, service occupations had the highest percentage of hourly paid workers earning at or below the federal minimum wage, at about 6 percent. Just under three-fourths of workers earning the minimum wage or less in 2019 were employed in service occupations, mostly in food preparation and serving related jobs. (See table 4.)

Industry. The industry with the highest percentage of workers earning hourly wages at or below the federal minimum wage was leisure and hospitality (about 10 percent). About three-fifths of all workers paid at or below the federal minimum wage were employed in this industry, almost entirely in restaurants and other food services. For many of these workers, tips may supplement the hourly wages received. (See table 5.)

State of residence. The states with the highest percentages of hourly paid workers earning at or below the minimum wage were in the South: South Carolina (about 5 percent), Louisiana (about 5 percent), and Mississippi (4 percent). The states with the lowest percentages of hourly paid workers earning at or below the federal minimum wage were in the West or Midwest: California, Minnesota, Montana, Oregon, and Washington (all were less than 1 percent). It should be noted that more than half of states have minimum wages that exceed the federal minimum. (See tables 2 and 3.)

Statistical Tables

Table 1. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by selected characteristics, 2019 annual averages

Characteristic	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Age and gender											
Total, 16 years and older	82,289	1,603	392	1,211	100.0	100.0	100.0	100.0	1.9	0.5	1.5
16 to 24 years	16,021	691	229	462	19.5	43.1	58.5	38.2	4.3	1.4	2.9
16 to 19 years	4,761	272	120	152	5.8	17.0	30.6	12.5	5.7	2.5	3.2
25 years and older	66,269	912	163	749	80.5	56.9	41.5	61.8	1.4	0.2	1.1
Men, 16 years and older	40,918	536	125	411	49.7	33.4	31.8	34.0	1.3	0.3	1.0
16 to 24 years	7,978	226	84	142	9.7	14.1	21.5	11.7	2.8	1.1	1.8
16 to 19 years	2,333	113	46	67	2.8	7.0	11.6	5.6	4.8	2.0	2.9
25 years and older	32,940	310	40	270	40.0	19.3	10.3	22.3	0.9	0.1	0.8
Women, 16 years and older	41,372	1,067	268	800	50.3	66.6	68.2	66.0	2.6	0.6	1.9
16 to 24 years	8,043	465	145	320	9.8	29.0	36.9	26.5	5.8	1.8	4.0
16 to 19 years	2,428	159	75	84	3.0	9.9	19.0	7.0	6.5	3.1	3.5
25 years and older	33,329	602	123	479	40.5	37.5	31.2	39.6	1.8	0.4	1.4
Race and Hispanic or Latino ethnicity											
White(1)	62,461	1,164	260	904	75.9	72.6	66.3	74.6	1.9	0.4	1.4
Men	31,681	379	89	290	38.5	23.6	22.7	23.9	1.2	0.3	0.9
Women	30,780	785	171	614	37.4	49.0	43.6	50.7	2.6	0.6	2.0
Black or African American(1)	12,063	287	101	186	14.7	17.9	25.8	15.3	2.4	0.8	1.5
Men	5,492	104	26	79	6.7	6.5	6.5	6.5	1.9	0.5	1.4
Women	6,571	183	76	107	8.0	11.4	19.3	8.8	2.8	1.2	1.6
Asian(1)	4,159	70	12	58	5.1	4.4	3.1	4.8	1.7	0.3	1.4
Men	1,930	23	5	18	2.3	1.5	1.4	1.5	1.2	0.3	0.9
Women	2,230	47	7	40	2.7	2.9	1.7	3.3	2.1	0.3	1.8
Hispanic or Latino(1)	17,941	292	77	215	21.8	18.2	19.5	17.8	1.6	0.4	1.2

See footnotes at end of table.

Table 1. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by selected characteristics, 2019 annual averages

Characteristic	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Men	9,717	97	24	72	11.8	6.0	6.2	6.0	1.0	0.3	0.7
Women	8,223	195	52	143	10.0	12.2	13.3	11.8	2.4	0.6	1.7
Full- and part-time status											
Full-time workers(2)	62,450	717	98	618	75.9	44.7	25.1	51.0	1.1	0.2	1.0
Men	34,090	256	21	236	41.4	16.0	5.3	19.5	0.8	0.1	0.7
Women	28,360	460	78	383	34.5	28.7	19.8	31.6	1.6	0.3	1.3
Part-time workers(2)	19,730	886	294	592	24.0	55.3	74.9	48.9	4.5	1.5	3.0
Men	6,778	279	104	175	8.2	17.4	26.5	14.5	4.1	1.5	2.6
Women	12,952	607	190	417	15.7	37.8	48.4	34.4	4.7	1.5	3.2
Footnotes											
(1) Estimates for the above race groups--White, Black or African American, and Asian--do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.											
(2) The distinction between full- and part-time workers is based on hours usually worked. These data will not sum to totals because full- or part-time status on the principal job is not identifiable for a small number of multiple jobholders. Full time is 35 hours or more per week; part time is less than 35 hours.											
Note: Data exclude all self-employed persons whether or not their businesses are incorporated.											
Source: U.S. Bureau of Labor Statistics.											

Table 2. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by census region and division, 2019 annual averages

Region and division	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older	82,289	1,603	392	1,211	100.0	100.0	100.0	100.0	1.9	0.5	1.5

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	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Northeast	13,494	249	73	176	16.4	15.5	18.6	14.5	1.8	0.5	1.3
New England	3,950	71	13	58	4.8	4.4	3.3	4.8	1.8	0.3	1.5
Middle Atlantic	9,544	178	60	118	11.6	11.1	15.3	9.7	1.9	0.6	1.2
Midwest	19,013	359	72	287	23.1	22.4	18.3	23.7	1.9	0.4	1.5
East North Central	12,868	261	52	209	15.6	16.3	13.2	17.3	2.0	0.4	1.6
West North Central	6,145	98	20	78	7.5	6.1	5.1	6.4	1.6	0.3	1.3
South	29,593	777	203	574	36.0	48.5	51.8	47.4	2.6	0.7	1.9
South Atlantic	15,059	353	83	270	18.3	22.0	21.2	22.3	2.3	0.6	1.8
East South Central	4,840	140	40	100	5.9	8.7	10.1	8.3	2.9	0.8	2.1
West South Central	9,694	284	80	204	11.8	17.7	20.4	16.9	2.9	0.8	2.1
West	20,190	219	44	174	24.5	13.6	11.3	14.4	1.1	0.2	0.9
Mountain	6,708	103	28	75	8.2	6.4	7.1	6.2	1.5	0.4	1.1
Pacific	13,483	115	16	99	16.4	7.2	4.2	8.2	0.9	0.1	0.7

Note: Data exclude all self-employed persons whether or not their businesses are incorporated.

The four major regions and nine census divisions of the United States are as follows:

Northeast:

New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont

Middle Atlantic: New Jersey, New York, and Pennsylvania

Midwest:

East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin

West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota

South:

South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia

East South Central: Alabama, Kentucky, Mississippi, and Tennessee

West South Central: Arkansas, Louisiana, Oklahoma, and Texas

West:

Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming

Pacific: Alaska, California, Hawaii, Oregon, and Washington

Source: U.S. Bureau of Labor Statistics.

Table 3. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by state, 2019 annual averages

State	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older	82,289	1,603	392	1,211	100.0	100.0	100.0	100.0	1.9	0.5	1.5
Alabama	1,268	34	10	25	1.5	2.1	2.4	2.0	2.7	0.8	1.9
Alaska	171	2	0	2	0.2	0.1	0.1	0.1	1.0	0.1	0.9
Arizona	1,983	31	6	25	2.4	1.9	1.5	2.0	1.5	0.3	1.2
Arkansas	750	16	3	14	0.9	1.0	0.6	1.1	2.2	0.3	1.8
California	9,894	85	11	74	12.0	5.3	2.9	6.1	0.9	0.1	0.7
Colorado	1,417	15	3	12	1.7	0.9	0.7	1.0	1.0	0.2	0.8
Connecticut	975	17	3	14	1.2	1.1	0.8	1.2	1.7	0.3	1.4
Delaware	262	6	0	6	0.3	0.4	0.1	0.5	2.2	0.1	2.1
District of Columbia	108	3	0	3	0.1	0.2	0.1	0.2	2.8	0.3	2.5

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	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Florida	4,789	81	6	75	5.8	5.1	1.5	6.2	1.7	0.1	1.6
Georgia	2,352	58	26	33	2.9	3.6	6.5	2.7	2.5	1.1	1.4
Hawaii	351	4	0	4	0.4	0.3	0.1	0.3	1.2	0.1	1.1
Idaho	524	9	5	4	0.6	0.6	1.3	0.3	1.7	1.0	0.7
Illinois	3,154	78	11	67	3.8	4.9	2.9	5.5	2.5	0.4	2.1
Indiana	1,908	32	12	20	2.3	2.0	3.2	1.6	1.7	0.7	1.0
Iowa	951	21	7	14	1.2	1.3	1.7	1.2	2.2	0.7	1.5
Kansas	797	21	7	14	1.0	1.3	1.7	1.2	2.6	0.8	1.8
Kentucky	1,109	31	11	20	1.3	1.9	2.8	1.6	2.8	1.0	1.8
Louisiana	1,089	50	25	26	1.3	3.1	6.3	2.1	4.6	2.3	2.4
Maine	380	6	0	6	0.5	0.4	0.1	0.5	1.5	0.1	1.5
Maryland	1,457	25	7	19	1.8	1.6	1.7	1.5	1.7	0.5	1.3
Massachusetts	1,762	27	7	21	2.1	1.7	1.7	1.7	1.6	0.4	1.2
Michigan	2,779	54	11	43	3.4	3.3	2.7	3.5	1.9	0.4	1.5
Minnesota	1,701	11	1	10	2.1	0.7	0.3	0.8	0.7	0.1	0.6
Mississippi	733	29	14	15	0.9	1.8	3.7	1.2	4.0	2.0	2.0
Missouri	1,620	28	3	24	2.0	1.7	0.8	2.0	1.7	0.2	1.5
Montana	302	2	0	1	0.4	0.1	0.0	0.1	0.5	0.1	0.5
Nebraska	578	7	1	7	0.7	0.5	0.2	0.6	1.3	0.1	1.2
Nevada	939	14	6	9	1.1	0.9	1.4	0.7	1.5	0.6	0.9
New Hampshire	395	12	2	10	0.5	0.8	0.6	0.8	3.1	0.6	2.4
New Jersey	1,873	29	9	21	2.3	1.8	2.2	1.7	1.6	0.5	1.1
New Mexico	502	10	2	8	0.6	0.6	0.5	0.7	2.0	0.4	1.6
New York	4,249	57	11	46	5.2	3.6	2.8	3.8	1.4	0.3	1.1
North Carolina	2,552	62	18	44	3.1	3.9	4.6	3.7	2.4	0.7	1.7
North Dakota	227	4	1	3	0.3	0.2	0.2	0.2	1.7	0.4	1.3
Ohio	3,242	57	0	57	3.9	3.5	0.0	4.7	1.7	0.0	1.7

See footnotes at end of table.

Table 3. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by state, 2019 annual averages

State	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Oklahoma	914	20	5	15	1.1	1.3	1.4	1.2	2.2	0.6	1.6
Oregon	1,070	8	3	5	1.3	0.5	0.8	0.4	0.8	0.3	0.5
Pennsylvania	3,422	91	41	51	4.2	5.7	10.3	4.2	2.7	1.2	1.5
Rhode Island	278	5	0	5	0.3	0.3	0.1	0.4	1.9	0.1	1.8
South Carolina	1,173	64	12	52	1.4	4.0	3.0	4.3	5.4	1.0	4.4
South Dakota	271	6	1	5	0.3	0.4	0.2	0.4	2.2	0.3	2.0
Tennessee	1,730	46	5	41	2.1	2.9	1.2	3.4	2.7	0.3	2.4
Texas	6,941	197	47	150	8.4	12.3	12.1	12.4	2.8	0.7	2.2
Utah	879	19	6	13	1.1	1.2	1.4	1.1	2.1	0.6	1.5
Vermont	160	3	0	3	0.2	0.2	0.0	0.2	2.0	0.1	1.8
Virginia	1,896	43	12	31	2.3	2.7	3.1	2.5	2.3	0.6	1.6
Washington	1,996	16	1	15	2.4	1.0	0.3	1.2	0.8	0.1	0.7
West Virginia	471	11	3	8	0.6	0.7	0.7	0.7	2.3	0.6	1.7
Wisconsin	1,784	41	18	23	2.2	2.5	4.5	1.9	2.3	1.0	1.3
Wyoming	162	4	1	3	0.2	0.3	0.2	0.3	2.5	0.5	1.9

Note: Data exclude all self-employed persons whether or not their businesses are incorporated. These data are based on a sample and therefore are subject to sampling error; the degree of error may be quite large for less populous states.

Source: U.S. Bureau of Labor Statistics.

Table 4. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by occupation, 2019 annual averages

Occupation	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older	82,289	1,603	392	1,211	100.0	100.0	100.0	100.0	1.9	0.5	1.5
Management, professional, and related occupations	18,981	93	29	64	23.1	5.8	7.3	5.3	0.5	0.2	0.3
Management, business, and financial operations occupations	5,598	22	3	19	6.8	1.4	0.8	1.5	0.4	0.1	0.3
Professional and related occupations	13,383	71	26	45	16.3	4.4	6.5	3.8	0.5	0.2	0.3
Service occupations	19,726	1,131	181	949	24.0	70.5	46.2	78.4	5.7	0.9	4.8
Healthcare support occupations	3,050	41	13	28	3.7	2.5	3.2	2.3	1.3	0.4	0.9
Protective service occupations	2,044	29	5	24	2.5	1.8	1.2	2.0	1.4	0.2	1.2
Food preparation and serving related occupations	7,350	887	100	787	8.9	55.3	25.5	65.0	12.1	1.4	10.7
Building and grounds cleaning and maintenance occupations	3,976	68	22	46	4.8	4.2	5.6	3.8	1.7	0.6	1.2
Personal care and service occupations	3,306	106	42	64	4.0	6.6	10.6	5.3	3.2	1.3	1.9
Sales and office occupations	20,236	209	123	87	24.6	13.1	31.3	7.1	1.0	0.6	0.4
Sales and related occupations	7,878	136	98	39	9.6	8.5	24.9	3.2	1.7	1.2	0.5
Office and administrative support occupations	12,358	73	25	48	15.0	4.6	6.4	4.0	0.6	0.2	0.4
Natural resources, construction, and maintenance occupations	9,446	36	11	25	11.5	2.3	2.8	2.1	0.4	0.1	0.3
Farming, fishing, and forestry occupations	803	10	3	7	1.0	0.6	0.8	0.6	1.2	0.4	0.8
Construction and extraction occupations	5,219	11	3	7	6.3	0.7	0.9	0.6	0.2	0.1	0.1
Installation, maintenance, and repair occupations	3,424	15	4	11	4.2	1.0	1.1	0.9	0.4	0.1	0.3
Production, transportation, and material moving occupations	13,900	134	49	86	16.9	8.4	12.4	7.1	1.0	0.3	0.6
Production occupations	6,988	32	11	21	8.5	2.0	2.7	1.7	0.5	0.2	0.3
Transportation and material moving occupations	6,912	103	38	65	8.4	6.4	9.7	5.4	1.5	0.5	0.9

Note: Data exclude all self-employed persons whether or not their businesses are incorporated.

Source: U.S. Bureau of Labor Statistics.

Table 5. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by industry, 2019 annual averages

Industry	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older	82,289	1,603	392	1,211	100.0	100.0	100.0	100.0	1.9	0.5	1.5
Private sector	72,601	1,516	362	1,154	88.2	94.5	92.3	95.2	2.1	0.5	1.6
Agriculture and related industries	934	10	3	7	1.1	0.6	0.7	0.6	1.1	0.3	0.8
Nonagricultural industries	71,667	1,505	359	1,146	87.1	93.9	91.6	94.6	2.1	0.5	1.6
Mining, quarrying, and oil and gas extraction	364	0	0	0	0.4	0.0	0.0	0.0	0.0	0.0	0.0
Construction	5,514	14	2	12	6.7	0.9	0.6	1.0	0.3	0.0	0.2
Manufacturing	9,455	38	13	25	11.5	2.4	3.4	2.0	0.4	0.1	0.3
Durable goods	5,871	18	2	16	7.1	1.1	0.5	1.3	0.3	0.0	0.3
Nondurable goods	3,585	20	11	9	4.4	1.2	2.9	0.7	0.6	0.3	0.2
Wholesale and retail trade	12,527	141	93	48	15.2	8.8	23.7	4.0	1.1	0.7	0.4
Wholesale trade	1,628	8	4	4	2.0	0.5	0.9	0.3	0.5	0.2	0.2
Retail trade	10,899	134	89	44	13.2	8.3	22.8	3.7	1.2	0.8	0.4
Transportation and utilities	4,059	34	12	22	4.9	2.1	3.1	1.8	0.8	0.3	0.5
Information	1,030	15	7	9	1.3	1.0	1.7	0.7	1.5	0.7	0.8
Financial activities	3,554	19	5	13	4.3	1.2	1.4	1.1	0.5	0.2	0.4
Professional and business services	6,763	56	9	47	8.2	3.5	2.4	3.9	0.8	0.1	0.7
Education and health services	14,600	149	55	94	17.7	9.3	14.1	7.8	1.0	0.4	0.6
Leisure and hospitality	10,307	977	146	830	12.5	60.9	37.3	68.6	9.5	1.4	8.1
Other services	3,492	62	16	46	4.2	3.9	4.0	3.8	1.8	0.4	1.3
Public sector	9,689	88	30	58	11.8	5.5	7.7	4.8	0.9	0.3	0.6
Federal	1,846	8	4	4	2.2	0.5	1.1	0.3	0.5	0.2	0.2
State	2,943	33	11	22	3.6	2.1	2.8	1.9	1.1	0.4	0.8
Local	4,900	46	15	31	6.0	2.9	3.8	2.6	0.9	0.3	0.6

Note: Data exclude all self-employed persons whether or not their businesses are incorporated.
Source: U.S. Bureau of Labor Statistics.

Table 6. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by educational attainment, 2019 annual averages

Educational attainment	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older	82,289	1,603	392	1,211	100.0	100.0	100.0	100.0	1.9	0.5	1.5
Less than a high school diploma	9,365	291	132	159	11.4	18.2	33.7	13.2	3.1	1.4	1.7
Less than 1 year of high school	2,645	37	14	23	3.2	2.3	3.5	1.9	1.4	0.5	0.9
1 to 3 years of high school	5,394	216	106	110	6.6	13.4	26.9	9.1	4.0	2.0	2.0
4 years of high school, no diploma	1,326	39	13	26	1.6	2.4	3.2	2.1	2.9	0.9	2.0
High school graduates or more	72,924	1,312	260	1,052	88.6	81.8	66.3	86.8	1.8	0.4	1.4
High school graduates, no college	27,980	547	123	424	34.0	34.1	31.3	35.0	2.0	0.4	1.5
Some college or associate degree	27,701	560	120	440	33.7	34.9	30.7	36.3	2.0	0.4	1.6
Some college, no degree	17,442	416	92	324	21.2	26.0	23.5	26.8	2.4	0.5	1.9
Associate degree	10,259	144	28	116	12.5	9.0	7.2	9.6	1.4	0.3	1.1
Occupational program	4,490	57	13	44	5.5	3.6	3.3	3.7	1.3	0.3	1.0
Academic program	5,769	87	15	72	7.0	5.4	3.9	5.9	1.5	0.3	1.2
Bachelor's degree and higher	17,243	204	17	187	21.0	12.7	4.3	15.5	1.2	0.1	1.1
Bachelor's degree	13,159	167	16	152	16.0	10.4	4.0	12.5	1.3	0.1	1.2
Master's degree	3,309	31	1	30	4.0	2.0	0.3	2.5	1.0	0.0	0.9
Professional degree	325	3	0	3	0.4	0.2	0.0	0.2	0.8	0.0	0.8
Doctoral degree	450	3	0	3	0.5	0.2	0.0	0.2	0.7	0.0	0.7

Note: Data exclude all self-employed persons whether or not their businesses are incorporated.

Source: U.S. Bureau of Labor Statistics.

Table 7. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by age and gender, 2019 annual averages

Age and gender	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total											
Total, 16 years and older	82,289	1,603	392	1,211	100.0	100.0	100.0	100.0	1.9	0.5	1.5
16 to 24 years	16,021	691	229	462	19.5	43.1	58.5	38.2	4.3	1.4	2.9
16 to 19 years	4,761	272	120	152	5.8	17.0	30.6	12.5	5.7	2.5	3.2
20 to 24 years	11,260	419	109	310	13.7	26.2	27.8	25.6	3.7	1.0	2.8
25 years and older	66,269	912	163	749	80.5	56.9	41.5	61.8	1.4	0.2	1.1
25 to 34 years	19,952	401	63	338	24.2	25.0	16.1	27.9	2.0	0.3	1.7
25 to 29 years	10,900	256	45	212	13.2	16.0	11.4	17.5	2.4	0.4	1.9
30 to 34 years	9,052	145	19	126	11.0	9.0	4.7	10.4	1.6	0.2	1.4
35 to 44 years	15,202	187	37	150	18.5	11.7	9.4	12.4	1.2	0.2	1.0
35 to 39 years	7,972	100	19	82	9.7	6.3	4.7	6.7	1.3	0.2	1.0
40 to 44 years	7,230	87	18	68	8.8	5.4	4.7	5.6	1.2	0.3	0.9
45 to 54 years	14,322	156	27	129	17.4	9.7	6.9	10.6	1.1	0.2	0.9
45 to 49 years	7,202	84	13	71	8.8	5.2	3.3	5.9	1.2	0.2	1.0
50 to 54 years	7,120	72	14	58	8.7	4.5	3.5	4.8	1.0	0.2	0.8
55 to 64 years	12,400	118	19	98	15.1	7.4	5.0	8.1	1.0	0.2	0.8
55 to 59 years	7,053	70	11	59	8.6	4.4	2.8	4.9	1.0	0.2	0.8
60 to 64 years	5,347	48	8	40	6.5	3.0	2.2	3.3	0.9	0.2	0.7
65 years and older	4,393	50	16	34	5.3	3.1	4.1	2.8	1.1	0.4	0.8
65 to 69 years	2,539	30	8	21	3.1	1.8	2.1	1.8	1.2	0.3	0.8
70 years and older	1,854	21	8	13	2.3	1.3	2.0	1.0	1.1	0.4	0.7
Men											
Total, 16 years and older	40,918	536	125	411	49.7	33.4	31.8	34.0	1.3	0.3	1.0
16 to 24 years	7,978	226	84	142	9.7	14.1	21.5	11.7	2.8	1.1	1.8
16 to 19 years	2,333	113	46	67	2.8	7.0	11.6	5.6	4.8	2.0	2.9
20 to 24 years	5,644	113	39	74	6.9	7.1	9.9	6.1	2.0	0.7	1.3

See footnotes at end of table.

Table 7. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by age and gender, 2019 annual averages

Age and gender	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
25 years and older	32,940	310	40	270	40.0	19.3	10.3	22.3	0.9	0.1	0.8
25 to 34 years	10,506	141	15	125	12.8	8.8	3.9	10.3	1.3	0.1	1.2
25 to 29 years	5,756	88	13	75	7.0	5.5	3.3	6.2	1.5	0.2	1.3
30 to 34 years	4,750	53	2	50	5.8	3.3	0.6	4.1	1.1	0.0	1.1
35 to 44 years	7,730	68	10	58	9.4	4.2	2.5	4.8	0.9	0.1	0.7
35 to 39 years	4,101	42	7	35	5.0	2.6	1.7	2.9	1.0	0.2	0.8
40 to 44 years	3,628	26	3	23	4.4	1.6	0.8	1.9	0.7	0.1	0.6
45 to 54 years	6,836	57	8	49	8.3	3.6	2.2	4.0	0.8	0.1	0.7
45 to 49 years	3,407	26	1	25	4.1	1.6	0.4	2.0	0.8	0.0	0.7
50 to 54 years	3,429	31	7	24	4.2	1.9	1.8	2.0	0.9	0.2	0.7
55 to 64 years	5,826	32	3	29	7.1	2.0	0.8	2.4	0.5	0.1	0.5
55 to 59 years	3,328	21	1	19	4.0	1.3	0.4	1.6	0.6	0.0	0.6
60 to 64 years	2,498	11	2	10	3.0	0.7	0.4	0.8	0.4	0.1	0.4
65 years and older	2,043	13	4	9	2.5	0.8	0.9	0.8	0.6	0.2	0.5
65 to 69 years	1,170	9	3	6	1.4	0.6	0.7	0.5	0.8	0.2	0.5
70 years and older	873	4	1	3	1.1	0.2	0.3	0.2	0.4	0.1	0.3
Women											
Total, 16 years and older	41,372	1,067	268	800	50.3	66.6	68.2	66.0	2.6	0.6	1.9
16 to 24 years	8,043	465	145	320	9.8	29.0	36.9	26.5	5.8	1.8	4.0
16 to 19 years	2,428	159	75	84	3.0	9.9	19.0	7.0	6.5	3.1	3.5
20 to 24 years	5,616	306	70	236	6.8	19.1	17.9	19.5	5.5	1.3	4.2
25 years and older	33,329	602	123	479	40.5	37.5	31.2	39.6	1.8	0.4	1.4
25 to 34 years	9,446	261	48	213	11.5	16.3	12.2	17.6	2.8	0.5	2.3
25 to 29 years	5,144	168	32	137	6.3	10.5	8.1	11.3	3.3	0.6	2.7
30 to 34 years	4,303	92	16	76	5.2	5.8	4.1	6.3	2.1	0.4	1.8
35 to 44 years	7,472	119	27	92	9.1	7.4	6.9	7.6	1.6	0.4	1.2

See footnotes at end of table.

Table 7. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by age and gender, 2019 annual averages

Age and gender	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
35 to 39 years	3,871	59	12	47	4.7	3.7	3.0	3.9	1.5	0.3	1.2
40 to 44 years	3,601	61	15	45	4.4	3.8	3.9	3.7	1.7	0.4	1.3
45 to 54 years	7,486	98	18	80	9.1	6.1	4.7	6.6	1.3	0.2	1.1
45 to 49 years	3,795	58	11	47	4.6	3.6	2.9	3.8	1.5	0.3	1.2
50 to 54 years	3,690	40	7	33	4.5	2.5	1.8	2.8	1.1	0.2	0.9
55 to 64 years	6,574	86	16	70	8.0	5.4	4.2	5.8	1.3	0.2	1.1
55 to 59 years	3,725	49	10	40	4.5	3.1	2.4	3.3	1.3	0.3	1.1
60 to 64 years	2,849	37	7	30	3.5	2.3	1.7	2.5	1.3	0.2	1.1
65 years and older	2,350	37	13	25	2.9	2.3	3.2	2.0	1.6	0.5	1.0
65 to 69 years	1,369	21	6	15	1.7	1.3	1.5	1.2	1.5	0.4	1.1
70 years and older	981	17	7	10	1.2	1.0	1.8	0.8	1.7	0.7	1.0

Note: Data exclude all self-employed persons whether or not their businesses are incorporated.

Source: U.S. Bureau of Labor Statistics.

Table 8. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by marital status, age, and gender, 2019 annual averages

Marital status, age, and gender	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total											
Total, 16 years and older	82,289	1,603	392	1,211	100.0	100.0	100.0	100.0	1.9	0.5	1.5
Never married	33,675	1,049	288	761	40.9	65.4	73.4	62.8	3.1	0.9	2.3

See footnotes at end of table.

Table 8. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by marital status, age, and gender, 2019 annual averages

Marital status, age, and gender	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
16 to 24 years	14,767	652	217	435	17.9	40.6	55.2	35.9	4.4	1.5	2.9
25 years and older	18,908	398	71	326	23.0	24.8	18.2	26.9	2.1	0.4	1.7
25 to 54 years	17,156	373	65	308	20.8	23.3	16.6	25.5	2.2	0.4	1.8
Married, spouse present(1)	35,619	346	62	284	43.3	21.6	15.9	23.5	1.0	0.2	0.8
16 to 24 years	915	23	6	17	1.1	1.4	1.5	1.4	2.5	0.6	1.9
25 years and older	34,705	323	57	267	42.2	20.2	14.4	22.0	0.9	0.2	0.8
25 to 54 years	24,467	247	43	204	29.7	15.4	10.9	16.8	1.0	0.2	0.8
Widowed, divorced, or separated(2)	12,995	208	42	166	15.8	13.0	10.7	13.7	1.6	0.3	1.3
16 to 24 years	339	17	7	10	0.4	1.1	1.8	0.8	5.0	2.1	2.9
25 years and older	12,656	191	35	156	15.4	11.9	8.9	12.9	1.5	0.3	1.2
25 to 54 years	7,853	124	19	104	9.5	7.7	5.0	8.6	1.6	0.2	1.3
Men											
Total, 16 years and older	40,918	536	125	411	49.7	33.4	31.8	34.0	1.3	0.3	1.0
Never married	17,585	377	104	273	21.4	23.5	26.6	22.5	2.1	0.6	1.6
16 to 24 years	7,416	214	82	132	9.0	13.3	20.9	10.9	2.9	1.1	1.8
25 years and older	10,169	163	22	141	12.4	10.2	5.7	11.6	1.6	0.2	1.4
25 to 54 years	9,277	150	21	129	11.3	9.4	5.4	10.7	1.6	0.2	1.4
Married, spouse present(1)	18,294	120	19	102	22.2	7.5	4.8	8.4	0.7	0.1	0.6
16 to 24 years	403	8	2	5	0.5	0.5	0.6	0.4	1.9	0.6	1.3
25 years and older	17,891	113	16	97	21.7	7.0	4.1	8.0	0.6	0.1	0.5
25 to 54 years	12,622	92	11	81	15.3	5.8	2.8	6.7	0.7	0.1	0.6
Widowed, divorced, or separated(2)	5,039	39	2	37	6.1	2.4	0.5	3.0	0.8	0.0	0.7
16 to 24 years	159	5	0	5	0.2	0.3	0.0	0.4	2.9	0.0	2.9
25 years and older	4,879	34	2	32	5.9	2.1	0.5	2.7	0.7	0.0	0.7
25 to 54 years	3,173	23	2	21	3.9	1.4	0.5	1.7	0.7	0.1	0.7
Women											

See footnotes at end of table.

Table 8. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by marital status, age, and gender, 2019 annual averages

Marital status, age, and gender	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older	41,372	1,067	268	800	50.3	66.6	68.2	66.0	2.6	0.6	1.9
Never married	16,090	672	184	488	19.6	41.9	46.8	40.3	4.2	1.1	3.0
16 to 24 years	7,351	438	135	303	8.9	27.3	34.3	25.0	6.0	1.8	4.1
25 years and older	8,739	234	49	185	10.6	14.6	12.5	15.3	2.7	0.6	2.1
25 to 54 years	7,879	223	44	179	9.6	13.9	11.2	14.8	2.8	0.6	2.3
Married, spouse present(1)	17,325	226	44	182	21.1	14.1	11.1	15.1	1.3	0.3	1.1
16 to 24 years	512	15	3	12	0.6	1.0	0.9	1.0	3.0	0.7	2.3
25 years and older	16,813	211	40	170	20.4	13.1	10.3	14.1	1.3	0.2	1.0
25 to 54 years	11,845	154	32	123	14.4	9.6	8.1	10.1	1.3	0.3	1.0
Widowed, divorced, or separated(2)	7,956	169	40	129	9.7	10.6	10.2	10.7	2.1	0.5	1.6
16 to 24 years	180	12	7	5	0.2	0.8	1.8	0.4	6.9	3.9	3.0
25 years and older	7,776	157	33	124	9.4	9.8	8.4	10.2	2.0	0.4	1.6
25 to 54 years	4,680	101	18	83	5.7	6.3	4.5	6.9	2.2	0.4	1.8

Footnotes

(1) Refers to people in opposite-sex married couples only.

(2) Separated includes people who are married, spouse absent.

Note: Data exclude all self-employed workers, whether or not their businesses are incorporated.

Source: U.S. Bureau of Labor Statistics.

Table 9. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by usual hours worked per week on primary job, 2019 annual averages

Usual hours worked per week on primary job	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older	82,289	1,603	392	1,211	100.0	100.0	100.0	100.0	1.9	0.5	1.5
Hours vary	4,441	158	54	104	5.4	9.8	13.7	8.6	3.5	1.2	2.3
0 to 34 hours	18,190	791	254	536	22.1	49.3	64.8	44.3	4.3	1.4	2.9
0 to 4 hours	378	15	6	9	0.5	0.9	1.5	0.7	3.9	1.6	2.3
5 to 9 hours	1,031	51	22	30	1.3	3.2	5.5	2.5	5.0	2.1	2.9
10 to 14 hours	1,792	74	36	39	2.2	4.6	9.2	3.2	4.2	2.0	2.2
15 to 19 hours	2,262	93	46	47	2.7	5.8	11.7	3.9	4.1	2.0	2.1
20 to 24 hours	5,378	216	64	151	6.5	13.5	16.4	12.5	4.0	1.2	2.8
25 to 29 hours	2,687	148	33	114	3.3	9.2	8.5	9.4	5.5	1.2	4.3
30 to 34 hours	4,661	193	47	146	5.7	12.0	12.0	12.1	4.1	1.0	3.1
35 hours or more	59,659	655	84	571	72.5	40.9	21.5	47.2	1.1	0.1	1.0
35 to 39 hours	5,874	164	21	143	7.1	10.2	5.4	11.8	2.8	0.4	2.4
40 hours or more	53,784	491	63	428	65.4	30.6	16.1	35.3	0.9	0.1	0.8
40 hours	46,146	445	59	386	56.1	27.8	15.1	31.9	1.0	0.1	0.8
41 hours or more	7,638	46	4	42	9.3	2.9	1.0	3.5	0.6	0.1	0.6
41 to 44 hours	850	3	0	3	1.0	0.2	0.0	0.3	0.4	0.0	0.4
45 to 48 hours	2,568	17	3	14	3.1	1.1	0.8	1.2	0.7	0.1	0.5
49 to 59 hours	2,902	21	1	20	3.5	1.3	0.2	1.6	0.7	0.0	0.7
60 hours or more	1,317	5	0	5	1.6	0.3	0.0	0.4	0.3	0.0	0.3

Note: Data exclude all self-employed persons whether or not their businesses are incorporated. Estimates of usual hours worked presented in this table differ from usual full- or part-time status (as shown in table 1) because of a sizable number of workers whose usual hours vary on the primary job.

Source: U.S. Bureau of Labor Statistics.

Table 10. Wage and salary workers paid hourly rates with earnings at or below prevailing federal minimum wage, by gender, 1979-2019 annual averages
[Numbers in thousands]

Year and gender	Total wage and salary workers	Workers paid hourly rates					
		Total	Percentage of total wage and salary workers	At prevailing federal minimum wage(1)	Below prevailing federal minimum wage(1)	Total at or below prevailing federal minimum wage	
						Number	Percentage of hourly paid workers
Total							
1979	87,529	51,721	59.1	3,997	2,916	6,912	13.4
1980	87,644	51,335	58.6	4,686	3,087	7,773	15.1
1981	88,516	51,869	58.6	4,311	3,513	7,824	15.1
1982	87,368	50,846	58.2	4,148	2,348	6,496	12.8
1983	88,290	51,820	58.7	4,261	2,077	6,338	12.2
1984	92,194	54,143	58.7	4,125	1,838	5,963	11.0
1985	94,521	55,762	59.0	3,899	1,639	5,538	9.9
1986	96,903	57,529	59.4	3,461	1,599	5,060	8.8
1987	99,303	59,552	60.0	3,229	1,468	4,698	7.9
1988	101,407	60,878	60.0	2,608	1,319	3,927	6.5
1989	103,480	62,389	60.3	1,790	1,372	3,162	5.1
1990	104,876	63,172	60.2	1,096	2,132	3,228	5.1
1991	103,723	62,627	60.4	2,906	2,377	5,283	8.4
1992	104,668	63,610	60.8	2,982	1,939	4,921	7.7
1993	106,101	64,274	60.6	2,625	1,707	4,332	6.7
1994	107,989	66,549	61.6	2,132	1,995	4,128	6.2
1995	110,038	68,354	62.1	1,956	1,699	3,656	5.3
1996	111,960	69,255	61.9	1,861	1,863	3,724	5.4
1997	114,533	70,735	61.8	1,764	2,990	4,754	6.7
1998	116,730	71,440	61.2	1,593	2,834	4,427	6.2
1999	118,963	72,306	60.8	1,146	2,194	3,340	4.6
2000	122,089	73,496	60.2	898	1,752	2,650	3.6
2001	122,229	73,392	60.0	656	1,518	2,174	3.0
2002	121,826	72,508	59.5	567	1,579	2,146	3.0

See footnotes at end of table.

Table 10. Wage and salary workers paid hourly rates with earnings at or below prevailing federal minimum wage, by gender, 1979-2019 annual averages
[Numbers in thousands]

Year and gender	Total wage and salary workers	Workers paid hourly rates					
		Total	Percentage of total wage and salary workers	At prevailing federal minimum wage(1)	Below prevailing federal minimum wage(1)	Total at or below prevailing federal minimum wage	
						Number	Percentage of hourly paid workers
2003	122,358	72,946	59.6	545	1,555	2,100	2.9
2004	123,554	73,939	59.8	520	1,483	2,003	2.7
2005	125,889	75,609	60.1	479	1,403	1,882	2.5
2006	128,237	76,514	59.7	409	1,283	1,692	2.2
2007	129,767	75,873	58.5	267	1,462	1,729	2.3
2008	129,377	75,305	58.2	286	1,940	2,226	3.0
2009	124,490	72,611	58.3	980	2,592	3,572	4.9
2010	124,073	72,902	58.8	1,820	2,541	4,361	6.0
2011	125,187	73,926	59.1	1,677	2,152	3,829	5.2
2012	127,577	75,276	59.0	1,566	1,984	3,550	4.7
2013	129,110	75,948	58.8	1,532	1,768	3,301	4.3
2014	131,431	77,207	58.7	1,255	1,737	2,992	3.9
2015	133,743	78,232	58.5	870	1,691	2,561	3.3
2016	136,101	79,883	58.7	701	1,451	2,153	2.7
2017	137,890	80,439	58.3	542	1,282	1,824	2.3
2018	140,099	81,915	58.5	434	1,276	1,711	2.1
2019	141,737	82,289	58.1	392	1,211	1,603	1.9
Men							
1979	49,400	28,392	57.5	1,353	846	2,199	7.7
1980	48,700	27,709	56.9	1,696	983	2,678	9.7
1981	48,844	27,576	56.5	1,533	1,119	2,652	9.6
1982	47,591	26,481	55.6	1,587	697	2,284	8.6
1983	47,856	26,831	56.1	1,658	585	2,243	8.4
1984	50,022	28,140	56.3	1,626	490	2,116	7.5
1985	51,015	28,893	56.6	1,544	440	1,984	6.9

See footnotes at end of table.

Table 10. Wage and salary workers paid hourly rates with earnings at or below prevailing federal minimum wage, by gender, 1979-2019 annual averages
[Numbers in thousands]

Year and gender	Total wage and salary workers	Workers paid hourly rates					
		Total	Percentage of total wage and salary workers	At prevailing federal minimum wage(1)	Below prevailing federal minimum wage(1)	Total at or below prevailing federal minimum wage	
						Number	Percentage of hourly paid workers
1986	51,942	29,666	57.1	1,336	408	1,743	5.9
1987	52,938	30,474	57.6	1,283	364	1,647	5.4
1988	53,912	31,058	57.6	1,066	311	1,377	4.4
1989	54,789	31,687	57.8	733	379	1,112	3.5
1990	55,553	32,104	57.8	385	712	1,097	3.4
1991	54,618	31,639	57.9	1,114	795	1,909	6.0
1992	54,826	32,155	58.6	1,231	653	1,885	5.9
1993	55,475	32,337	58.3	1,091	573	1,664	5.1
1994	56,570	33,528	59.3	891	674	1,565	4.7
1995	57,669	34,420	59.7	796	542	1,338	3.9
1996	58,473	34,838	59.6	755	619	1,374	3.9
1997	59,825	35,521	59.4	673	1,147	1,820	5.1
1998	60,973	35,761	58.7	628	1,039	1,667	4.7
1999	61,914	36,073	58.3	446	768	1,214	3.4
2000	63,662	36,720	57.7	319	582	901	2.5
2001	63,647	36,544	57.4	247	497	744	2.0
2002	63,272	36,000	56.9	217	582	799	2.2
2003	63,236	35,853	56.7	213	493	706	2.0
2004	64,145	36,806	57.4	210	470	680	1.8
2005	65,466	37,652	57.5	189	459	648	1.7
2006	66,811	38,193	57.2	146	422	568	1.5
2007	67,468	37,790	56.0	86	460	546	1.4
2008	66,846	37,334	55.9	90	638	728	1.9
2009	63,539	35,185	55.4	368	990	1,358	3.9
2010	63,531	35,498	55.9	669	943	1,612	4.5

Table 10. Wage and salary workers paid hourly rates with earnings at or below prevailing federal minimum wage, by gender, 1979-2019 annual averages
[Numbers in thousands]

Year and gender	Total wage and salary workers	Workers paid hourly rates					
		Total	Percentage of total wage and salary workers	At prevailing federal minimum wage(1)	Below prevailing federal minimum wage(1)	Total at or below prevailing federal minimum wage	
						Number	Percentage of hourly paid workers
2011	64,686	36,457	56.4	648	785	1,433	3.9
2012	65,898	37,113	56.3	567	696	1,263	3.4
2013	66,794	37,544	56.2	622	621	1,243	3.3
2014	68,048	38,405	56.4	516	598	1,114	2.9
2015	69,298	38,732	55.9	330	629	959	2.5
2016	70,589	39,568	56.1	270	499	769	1.9
2017	71,469	39,781	55.7	226	452	678	1.7
2018	72,632	40,691	56.0	168	464	632	1.6
2019	73,349	40,918	55.8	125	411	536	1.3
Women							
1979	38,129	23,329	61.2	2,644	2,070	4,714	20.2
1980	38,944	23,626	60.7	2,990	2,104	5,095	21.6
1981	39,672	24,294	61.2	2,778	2,394	5,172	21.3
1982	39,777	24,365	61.3	2,561	1,651	4,212	17.3
1983	40,433	24,989	61.8	2,603	1,492	4,095	16.4
1984	42,172	26,003	61.7	2,499	1,348	3,847	14.8
1985	43,506	26,869	61.8	2,356	1,198	3,554	13.2
1986	44,961	27,863	62.0	2,125	1,192	3,317	11.9
1987	46,365	29,078	62.7	1,946	1,105	3,051	10.5
1988	47,495	29,820	62.8	1,542	1,008	2,550	8.6
1989	48,691	30,702	63.1	1,056	994	2,050	6.7
1990	49,323	31,069	63.0	711	1,420	2,131	6.9
1991	49,105	30,988	63.1	1,792	1,582	3,374	10.9
1992	49,842	31,454	63.1	1,751	1,286	3,036	9.7
1993	50,626	31,937	63.1	1,534	1,133	2,667	8.4

See footnotes at end of table.

Table 10. Wage and salary workers paid hourly rates with earnings at or below prevailing federal minimum wage, by gender, 1979-2019 annual averages
[Numbers in thousands]

Year and gender	Total wage and salary workers	Workers paid hourly rates					
		Total	Percentage of total wage and salary workers	At prevailing federal minimum wage(1)	Below prevailing federal minimum wage(1)	Total at or below prevailing federal minimum wage	
						Number	Percentage of hourly paid workers
1994	51,419	33,021	64.2	1,241	1,322	2,563	7.8
1995	52,369	33,934	64.8	1,161	1,157	2,318	6.8
1996	53,488	34,418	64.3	1,106	1,244	2,350	6.8
1997	54,708	35,214	64.4	1,092	1,843	2,935	8.3
1998	55,757	35,680	64.0	965	1,794	2,760	7.7
1999	57,050	36,233	63.5	700	1,426	2,126	5.9
2000	58,427	36,777	62.9	579	1,170	1,749	4.8
2001	58,582	36,848	62.9	409	1,021	1,430	3.9
2002	58,555	36,508	62.3	350	997	1,347	3.7
2003	59,122	37,093	62.7	332	1,062	1,394	3.8
2004	59,408	37,133	62.5	310	1,013	1,323	3.6
2005	60,423	37,957	62.8	290	944	1,234	3.3
2006	61,426	38,321	62.4	263	861	1,124	2.9
2007	62,299	38,082	61.1	181	1,002	1,183	3.1
2008	62,532	37,972	60.7	196	1,302	1,498	3.9
2009	60,951	37,426	61.4	612	1,603	2,215	5.9
2010	60,542	37,404	61.8	1,151	1,598	2,749	7.3
2011	60,502	37,469	61.9	1,029	1,366	2,395	6.4
2012	61,679	38,163	61.9	999	1,288	2,287	6.0
2013	62,316	38,404	61.6	910	1,148	2,058	5.4
2014	63,383	38,802	61.2	739	1,139	1,878	4.8
2015	64,445	39,500	61.3	540	1,062	1,602	4.1
2016	65,512	40,315	61.5	432	952	1,384	3.4
2017	66,421	40,658	61.2	316	829	1,146	2.8
2018	67,467	41,223	61.1	267	812	1,078	2.6

Table 10. Wage and salary workers paid hourly rates with earnings at or below prevailing federal minimum wage, by gender, 1979-2019 annual averages
[Numbers in thousands]

Year and gender	Total wage and salary workers	Workers paid hourly rates					
		Total	Percentage of total wage and salary workers	At prevailing federal minimum wage(1)	Below prevailing federal minimum wage(1)	Total at or below prevailing federal minimum wage	
						Number	Percentage of hourly paid workers
2019	68,388	41,372	60.5	268	800	1,067	2.6

Footnotes

(1) Data for 1990-1991, 1996-1997, and 2007-2009 reflect changes in the minimum wage that took place in those years.

Note: The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). Information about historical comparability is available at

<https://www.bls.gov/cps/documentation.htm#comp>.

Source: U.S. Bureau of Labor Statistics.

Technical Notes

The estimates in this report were obtained from the Current Population Survey (CPS), which provides information on the labor force, employment, and unemployment. The survey is conducted monthly for the U.S. Bureau of Labor Statistics (BLS) by the U.S. Census Bureau using a scientifically selected national sample of about 60,000 eligible households in all 50 states and the District of Columbia. The survey also provides data on earnings, which are based on one-fourth of the CPS monthly sample and are limited to wage and salary workers. All self-employed workers, both incorporated and unincorporated, are excluded from these earnings estimates.

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Concepts and definitions

The principal definitions used in connection with the estimates of minimum wage workers presented in this report are described briefly below.

Wage and salary workers are people age 16 and older who receive wages, salaries, commissions, tips, payments in kind, or piece rates on their sole or principal job. This group includes employees in both the private and public sectors. All self-employed workers are excluded whether or not their businesses are incorporated.

Workers paid by the hour are wage and salary workers who report that they are paid at an hourly rate on their job. Historically, workers paid an hourly wage have made up approximately three-fifths of all wage and salary workers. Estimates of workers paid by the hour include both full- and part-time workers unless otherwise specified.

Hourly earnings data are for wage and salary workers who are paid by the hour and pertain to earnings from a person's sole or principal job. Hourly earnings for hourly paid workers do not include overtime pay, commissions, or tips received.

Workers paid at or below the prevailing federal minimum wage include only workers who are paid hourly rates. Salaried workers and other nonhourly paid workers are excluded.

Regular collection of earnings data in the basic CPS began in 1979. The prevailing federal minimum wage for 1979 and later years is listed below:

Federal minimum wage	Effective date
\$2.90	January 1, 1979
\$3.10	January 1, 1980
\$3.35	January 1, 1981
\$3.80	April 1, 1990

\$4.25	April 1, 1991
\$4.75	October 1, 1996
\$5.15	September 1, 1997
\$5.85	July 24, 2007
\$6.55	July 24, 2008
\$7.25	July 24, 2009

Estimates of the annual average number of minimum wage workers for years when the minimum wage increased during the year reflect both minimum wage levels in effect during the year. For example, data for 2007 reflect the number of workers at or below the federal minimum of \$5.15 for January to July and \$5.85 for August to December.

Full-time workers are defined as those who usually work 35 hours or more per week at their sole or principal job. The federal Fair Labor Standards Act (FLSA) does not define full- or part-time employment.

Part-time workers are defined as those who usually work fewer than 35 hours per week at their sole or principal job.

Race is reported by the household respondent. In accordance with the Office of Management and Budget standards, White, Black or African American, and Asian are terms used to describe a person's race for the data presented in this report. Data for other race groups--American Indians and Alaska Natives, Native Hawaiians and Other Pacific Islanders--and for people of Two or More Races are included in totals but not separately identified in this report because the number of survey respondents is too small to develop estimates of acceptable reliability.

Hispanic or Latino ethnicity refers to people who identified themselves in the survey process as being of Hispanic, Latino, or Spanish origin. People who identify themselves as Hispanic or Latino ethnicity may be of any race.

Married, spouse present refers to people in opposite-sex marriages living together in the same household.

Other marital status refers to people who are never married; widowed; divorced; separated; married, spouse absent; as well as people in same-sex marriages. *Separated* includes people with legal separations, those living apart with intentions of obtaining a divorce, and other people permanently or temporarily separated because of marital discord.

Married, spouse absent includes opposite-sex married people living apart because either the husband or wife was employed and living at a considerable distance from home, was serving away from home in the Armed Forces, had moved to another area, or had a different place of residence for any other reason except those listed in the separated definition above.

Interpreting minimum wage data

The CPS does not determine whether workers are covered by the minimum wage provisions of the federal Fair Labor Standards Act (FLSA) or by individual state or local minimum wage laws. The estimates of workers paid at or below the federal minimum wage are based solely on the hourly wage that respondents report (which does not include overtime

pay, tips, or commissions). It should be noted that some respondents might round hourly earnings when answering survey questions. As a result, some workers might be reported as having hourly earnings above or below the federal minimum wage when, in fact, they earn the minimum wage.

Some workers reported as earning at or below the prevailing federal minimum wage may not, in fact, be covered by federal or state minimum wage laws because of exclusions and exemptions in the statutes. Thus, the presence of workers with hourly earnings below the federal minimum wage does not necessarily indicate violations of the FLSA or state statutes in cases where such standards apply.

Estimates of the number of minimum wage workers in this report pertain only to workers who are paid hourly rates. Salaried workers and other workers who are not paid by the hour are excluded, even though some have earnings that, if converted to hourly rates, would be at or below the federal minimum wage. Consequently, the estimates presented in this report likely underestimate the actual number of workers with hourly earnings at or below the minimum wage. BLS does not routinely estimate the hourly earnings of workers not paid by the hour because of data-quality concerns associated with constructing such an estimate.

A number of states have established minimum wage rates that exceed the federal level. (Information on state minimum wage laws is available at <https://www.dol.gov/agencies/whd/minimum-wage/state>.) Users should be cautious about comparing state estimates in this report because of differing statutory minimum wages. It also should be noted that the CPS sample is based on residence; workers report their earnings on their job, which may or may not be located in the same state in which they live. In addition, the degree of sampling error may be quite large for some state estimates.

Reliability

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as sampling error, and its variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by nonsampling error. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data. For example, respondents may round their hourly earnings to whole dollars when answering survey questions.

Information about the reliability of data from the CPS is available on the BLS website at www.bls.gov/cps/documentation.htm#reliability.